The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

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10/84

CPC Salary Survey

A study of 1983-1984 beginning offers / Formal Report No. 3, July 1984

In December, CPC's Preliminary Report did not reflect the economic recovery that was well underway. At that time, it appeared that this year's college graduates would have to wait a bit longer to reap the benefits of the nation's growing prosperity.

There were only 2,267 bachelor's offers in the December report, and the majority of disciplines reported fewer offers than in the previous year. In many cases, starting salary averages also were below the 1983 year-end figures.

Well, the wait appears to be over.

Although the upswing was barely noticeable in the January report, activity accelerated as the recruiting year progressed. By March, the number of bachelor's offers had climbed to 14,510, and that figure jumped to the current level of 42,393 by the cut-off date for this report. For nearly every discipline, the number of offers is higher compared with last year at this time.

A number of variables that have nothing to do with the level of recruiting activity can affect the number of offers in any given *Salary Survey* report. However, the upswing in this report is so dramatic that it appears to reflect a much improved job outlook for the class of '84. It also supports the growing acceptance that the economy is still moving along briskly and has made a successful transition from recovery to expansion.

Despite this surge in recruiting activity, starting salaries have remained fairly stable. Throughout the year, employers talked of "holding the line on starting rates." And when they did discuss possible salary increases, their projections through the end of the year were between 3 percent and 6 percent.

This prediction was mostly on target. In the majority of disciplines that did record salary gains, the increases ranged between 2 percent and 5 percent.

As usual, petroleum engineers received the top salary offer. Although the $2,464 monthly salary average is well above all other disciplines, this year-end figure represents a 4.1 percent drop from a year ago, and a slip from the average of $2,528 reported in March.

Chemical engineering got off to a slow start, but gained momentum throughout the year. The number of offers for this discipline continued to increase, and it maintained its second place position with a 2.6 percent salary increase, bringing the monthly average to $2,285.

Electrical engineering moved into third place with an average offer of $2,213. Offers to this group accounted for almost half of all the engineering offers reported.

Another area that has advanced steadily over the last few years is engineering technology. In July 1978, for the first time since its inclusion in the survey, this discipline surpassed one of the engineering disciplines (civil) in average salary. This pattern has continued, and with an average offer of $2,078, engineering technology has now pulled ahead of three engineering disciplines.

Humanities and other social sciences both improved their status in terms of rank order. Their average monthly offers of $1,477 and $1,452, respectively, put them ahead of agricultural sciences and biological sciences.

In addition to receiving significantly more offers than a year ago, other social sciences recorded the largest percentage increase—10 percent—in average salary

(continued on page 11)

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 162 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Formal reports are issued in January, March, and July. A Preliminary Report is issued in December and a Summer Supplement in October.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers July 1984	Number of Offers July 1983	Average $ Offers July 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	6,459	5,618	$1,627	$1,565	4.0%	$1,833	$1,625	$1,452
Business—General (incl. Mgmt.)	4,249	3,272	1,555	1,486	4.6	2,000	1,505	1,167
Marketing & Distribution	1,677	1,457	1,485	1,411	5.2	1,833	1,458	1,167
Humanities and Social Sciences								
Humanities	760	715	1,477	1,380	7.0	2,041	1,458	1,000
Economics[1]	701	577	1,665	1,590	4.7	2,166	1,625	1,200
Other Social Sciences	1,047	810	1,452	1,320	10.0	2,083	1,410	970
Engineering								
Aeronautical	406	439	2,153	2,004	7.4	2,383	2,167	1,800
Chemical	2,096	1,156	2,285	2,228	2.6	2,435	2,325	2,083
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1,164	892	1,897	1,869	1.5	2,275	1,875	1,560
Electrical (incl. Computer Engrg.)	10,330	8,285	2,213	2,128	4.0	2,403	2,250	2,000
Geological	67	35	2,041	2,089	– 2.3	2,525	2,167	1,250
Industrial	1,146	841	2,102	2,048	2.6	2,333	2,150	1,793
Mechanical	4,959	3,883	2,190	2,096	4.5	2,400	2,208	1,997
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	374	277	2,213	2,146	3.1	2,383	2,250	2,037
Mining	46	30	2,073	2,041	1.6	2,500	2,145	1,700
Nuclear (incl. Engrg. Physics)	101	114	2,199	2,078	5.8	2,350	2,236	2,000
Petroleum	415	307	2,464	2,568	– 4.1	2,800	2,525	2,000
Engineering Technology	846	624	2,078	2,006	3.6	2,333	2,100	1,794
Sciences								
Agricultural Sciences	339	297	1,418	1,375	3.1	1,910	1,400	1,000
Biological Sciences	120	149	1,402	1,419	– 1.2	1,892	1,296	1,000
Chemistry	193	147	1,756	1,712	2.6	2,100	1,800	1,200
Computer Science	3,773	2,572	2,046	1,941	5.4	2,300	2,083	1,667
Health (Medical) Professions	360	423	1,576	1,584	– 0.5	2,000	1,569	1,125
Mathematics	533	517	1,950	1,799	8.4	2,258	2,000	1,500
Other Physical & Earth Sciences	232	167	1,900	1,746	8.8	2,403	2,018	1,196
	42,393	33,604						

[1]Includes economics programs with both business and social science orientation.

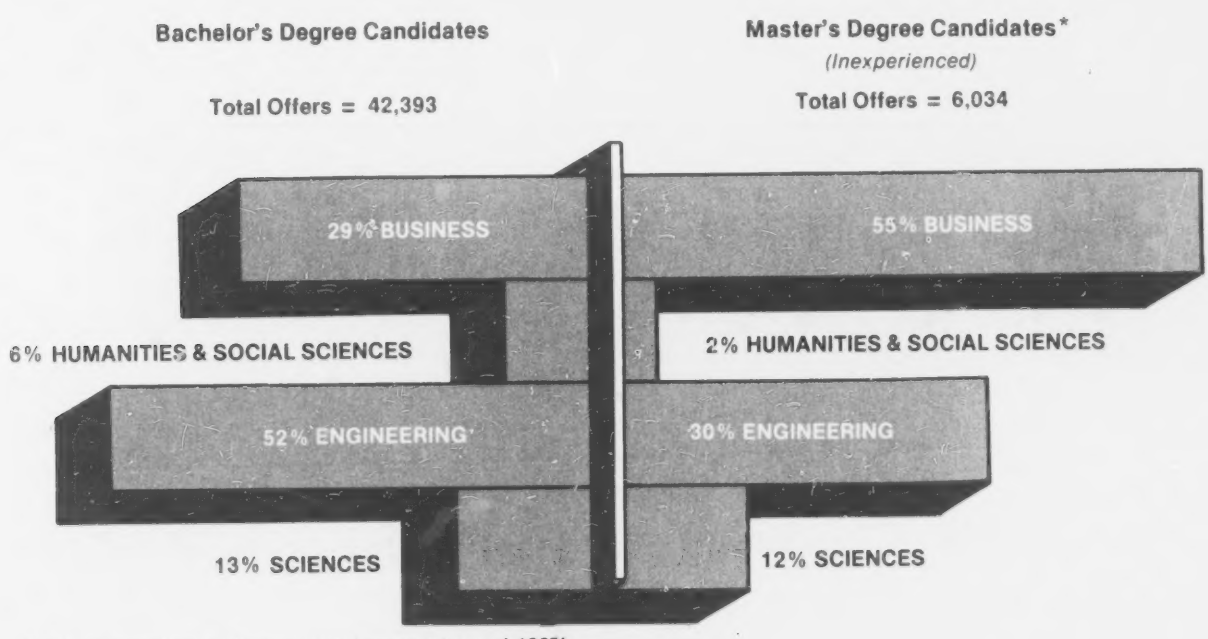
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1983	Percentiles		
	July 1984	July 1983	July 1984	July 1983		90th	50th	10th
Accounting/Auditing	6,546	5,795	$1,626	$1,565	3.9%	$1,833	$1,625	$1,458
Business Administration	2,055	1,792	1,537	1,464	5.0	2,000	1,500	1,117
Communications	326	232	1,493	1,498	– 0.3	2,167	1,416	880
Community & Service Orgs. Work	166	182	1,263	1,175	7.5	1,794	1,200	800
EDP-Programming/Systems	4,311	3,041	2,040	1,943	5.0	2,308	2,083	1,666
Engineering	20,169	15,648	2,195	2,115	3.8	2,416	2,235	1,880
Farm & Natural Resources Mgmt.	106	106	1,379	1,326	4.0	1,754	1,333	1,000
Finance & Economics	1,397	1,189	1,677	1,563	7.3	2,150	1,667	1,209
Health (Medical) Services	424	494	1,530	1,530	0	2,000	1,500	1,000
Manufacturing &/or Industrial Oprs.	945	607	2,027	1,924	5.4	2,400	2,083	1,583
Mathematics/Statistics	410	287	1,870	1,734	7.8	2,225	1,916	1,416
Merchandising/Sales Promotion	1,550	1,251	1,412	1,318	7.1	1,750	1,375	1,125
Personnel/Employee Relations	197	156	1,509	1,375	9.8	2,000	1,470	1,025
Research—Non-Scientific	296	241	1,746	1,649	5.9	2,340	1,750	1,083
Research—Scientific	729	505	1,949	1,805	8.0	2,379	2,080	1,250
Rotational Training—Non-Technical	650	494	1,418	1,397	1.5	1,850	1,373	1,083
Rotational Training—Technical	285	274	2,070	1,900	9.0	2,350	2,167	1,583
Sales—Non-Technical Degree	1,540	1,133	1,525	1,464	4.2	1,835	1,500	1,166
Sales—Tech./Scientific Degree	289	177	1,957	1,880	4.1	2,292	2,083	1,500
	42,393	33,604						

PROPORTION OF OFFERS BY CURRICULAR AREA



Due to rounding of figures, total may not equal 100%

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Curriculum For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983
Business								
Accounting	3,653	3,339	$1,630	$1,567	2,806	2,279	$1,624	$1,561
Business—General (incl. Mgmt.)	2,550	2,043	1,566	1,495	1,699	1,229	1,537	1,472
Marketing & Distribution	950	895	1,524	1,446	727	562	1,435	1,355
Humanities and Social Sciences								
Humanities	305	288	1,564	1,457	455	427	1,418	1,328
Economics[1]	439	369	1,679	1,588	262	208	1,643	1,593
Other Social Sciences	489	360	1,565	1,427	558	450	1,352	1,234
Engineering								
Aeronautical	366	380	2,158	2,008	40	59	2,115	1,981
Chemical	1,363	779	2,276	2,222	733	377	2,302	2,238
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	995	700	1,900	1,865	169	192	1,877	1,881
Electrical (incl. Computer Engrg.)	9,086	7,239	2,213	2,128	1,244	1,046	2,217	2,132
Geological	62	28	2,027	2,049	5	7	2,215	2,250
Industrial	759	532	2,096	2,031	387	309	2,113	2,078
Mechanical	4,285	3,372	2,188	2,095	674	511	2,205	2,105
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	253	199	2,200	2,148	121	78	2,242	2,142
Mining	45	30	2,068	2,041	1	†	2,300	†
Nuclear (incl. Engrg. Physics)	85	98	2,196	2,074	16	16	2,212	2,106
Petroleum	381	245	2,471	2,569	34	62	2,390	2,565
Engineering Technology	800	595	2,085	2,007	46	29	1,965	1,981
Sciences								
Agricultural Sciences	273	247	1,416	1,390	66	50	1,423	1,298
Biological Sciences	62	61	1,514	1,492	58	88	1,282	1,369
Chemistry	122	77	1,770	1,741	71	70	1,733	1,681
Computer Science	2,398	1,578	2,069	1,960	1,375	994	2,005	1,911
Health (Medical) Professions	38	57	1,757	1,733	322	366	1,555	1,560
Mathematics	282	259	1,980	1,824	251	258	1,916	1,774
Other Physical & Earth Sciences	197	120	1,929	1,802	35	47	1,736	1,603
	30,238	23,890			12,155	9,714		

[1]Includes economics programs with both business and social science orientation.
†No offers reported.

AVERAGE MONTHLY SALARY OFFERS

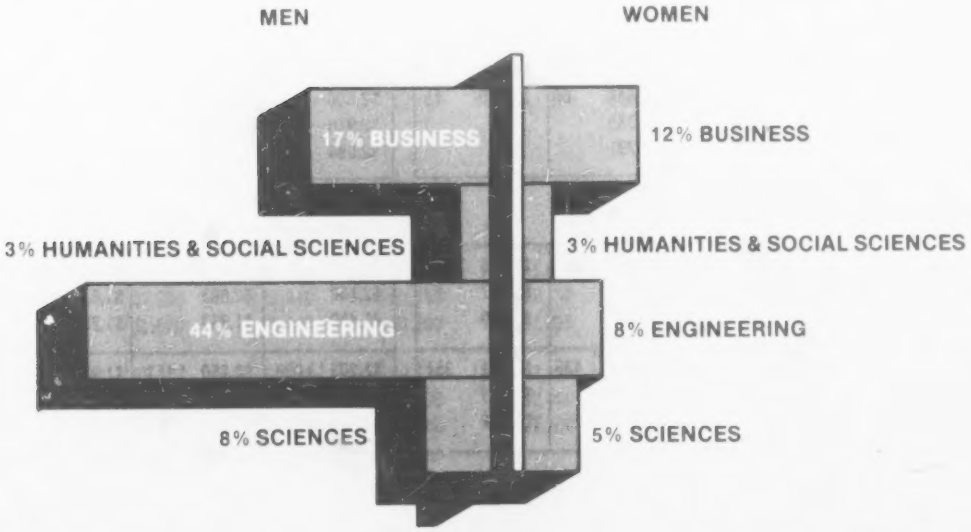
Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Functional Area For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983	July 1984	July 1983
Accounting/Auditing	3,691	3,443	$1,629	$1,570	2,855	2,352	$1,623	$1,558
Business Administration	1,213	1,064	1,573	1,503	842	728	1,484	1,405
Communications	152	121	1,584	1,600	174	111	1,413	1,386
Community & Service Orgs. Work	64	70	1,284	1,285	102	112	1,250	1,106
EDP-Programming/Systems	2,734	1,821	2,068	1,968	1,577	1,220	1,990	1,907
Engineering	17,031	13,162	2,192	2,113	3,138	2,486	2,211	2,128
Farm & Natural Resources Mgmt.	88	87	1,371	1,329	20	19	1,415	1,309
Finance & Economics	858	763	1,693	1,547	539	426	1,652	1,593
Health (Medical) Services	63	75	1,623	1,679	361	419	1,513	1,503
Manufacturing &/or Industrial Oprs.	691	482	2,052	1,953	254	125	1,962	1,809
Mathematics/Statistics	224	158	1,915	1,752	186	129	1,817	1,711
Merchandising/Sales Promotion	794	675	1,452	1,369	756	576	1,370	1,258
Personnel/Employee Relations	100	79	1,578	1,448	97	77	1,436	1,301
Research—Non-Scientific	179	143	1,800	1,688	117	98	1,663	1,592
Research—Scientific	524	341	2,011	1,862	205	164	1,791	1,685
Rotational Training—Non-Technical	355	274	1,457	1,442	295	220	1,371	1,340
Rotational Training—Technical	230	214	2,064	1,936	55	60	2,096	1,770
Sales—Non-Technical Degree	1,014	780	1,551	1,492	526	353	1,475	1,402
Sales—Tech./Scientific Degree	233	138	1,959	1,866	56	39	1,950	1,931
	30,238	23,890			12,155	9,714		

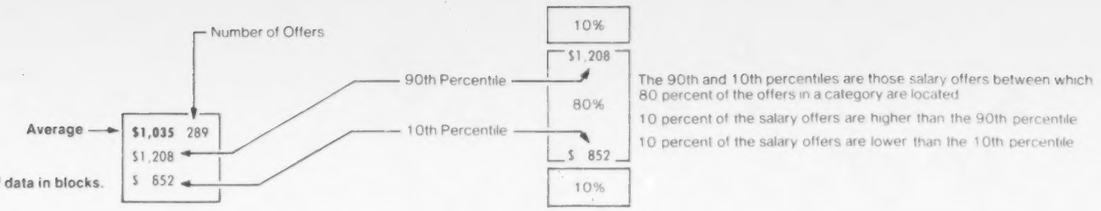
PROPORTION OF TOTAL OFFERS BY SEX

Bachelor's Degree Candidates Total Offers = 42,393



Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 3 ■ July 1984 ■ Data combined for men and women


Number of Offers
Average
$1,035 289
$1,208
$ 652
90th Percentile
10th Percentile
10%
$1,208
80%
$ 852
10%
This diagram indicates arrangement of data in blocks.
The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located
10 percent of the salary offers are higher than the 90th percentile
10 percent of the salary offers are lower than the 10th percentile

NON-TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOVT ■ NON-PROFIT		
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,632 4,997 $1,833 $1,500	$1,500 212 $1,916 $1,166	$1,479 176 $1,800 $1,120	$1,704 164 $1,958 $1,500	$1,725 37 $2,000 $1,450	$1,516 26 $1,775 $1,291	$1,750 81 $2,000 $1,583	$1,697 45 $2,083 $1,358	$1,667 96 $1,875 $1,458	$1,689 53 $1,900 $1,491	$1,539 27 $1,833 $1,200	$1,743 280 $1,852 $1,608	$1,520 12	$1,607 8	$1,524 82 $1,866 $1,400	$1,405 78 $1,525 $1,140	$1,489 60 $1,666 $1,300	$1,404 25 $1,605 $1,083
Business—General (incl. Mgmt.)	$1,636 161 $1,875 $1,450	$1,496 945 $1,900 $1,125	$1,360 1,205 $1,667 $1,085	$1,763 534 $2,195 $1,416	$1,608 58 $2,000 $1,200	$1,581 66 $1,875 $1,300	$1,776 221 $2,100 $1,416	$1,655 153 $1,950 $1,300	$1,688 270 $2,000 $1,313	$1,660 108 $1,900 $1,333	$1,735 40 $2,002 $1,330	$1,843 138 $2,088 $1,583	$1,642 76 $2,083 $1,150	$1,439 12	$1,793 105 $2,185 $1,335	$1,354 95 $1,755 $1,114	$1,446 31 $1,792 $1,175	$1,342 31 $1,666 $ 960
Marketing & Distribution	$1,662 6	$1,476 94 $1,760 $1,100	$1,375 800 $1,666 $1,100	$1,589 187 $2,000 $1,400	$1,670 46 $2,083 $1,417	$1,594 27 $1,700 $1,400	$1,649 111 $1,916 $1,375	$1,560 69 $1,834 $1,208	$1,636 127 $2,000 $1,300	$1,603 65 $1,900 $1,300	$1,620 28 $2,042 $1,292	$1,702 18	$1,341 11	$1,673 10	$1,583 49 $1,980 $1,192	$1,342 14	$1,176 6	$1,281 5
Humanities	$1,682 27 $2,029 $1,525	$1,697 148 $2,166 $1,166	$1,270 286 $1,665 $ 900	$1,774 53 $2,223 $1,386	$1,792 9	$1,533 10	$1,653 31 $2,197 $1,200	$1,677 14	$1,639 12	$1,606 17	$1,562 7	$1,725 1	$1,690 36 $2,333 $1,035	$1,517 3	$1,708 8	$1,431 22 $1,750 $1,170	$1,388 19	$1,158 57 $1,500 $ 800
Economics	$1,710 50 $1,91/ $1,600	$1,676 291 $2,166 $1,196	$1,386 96 $1,800 $1,000	$1,726 45 $2,100 $1,417	$1,737 10	$1,582 8	$1,740 32 $1,958 $1,525	$1,724 22 $1,935 $1,208	$1,652 27 $2,250 $1,250	$1,799 12	$1,542 7	$1,542 5	$2,001 59 $2,500 $1,445	$1,750 1	$1,865 10	$1,393 10	$1,464 4	$1,419 12
Other Social Sciences	$1,656 4	$1,711 194 $2,167 $1 170	$1,298 364 $1,625 $1,000	$1,581 69 $2,250 $1,000	$1,676 12	$1,310 6	$1,696 34 $2,000 $1,416	$1,457 13	$1,515 19	$1,368 5	$1,566 10	$1,837 3	$1,803 66 $2,340 $1,200	$1,900 1	$1,555 15	$1,455 53 $1,982 $1,093	$1,266 58 $1,750 $ 876	$1,187 121 $1,666 $ 800
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$2,019 372 $2,333 $1,750	$2,587 607 $3,500 $1,835	$2,103 160 $2,833 $1,333	$2,346 212 $2,750 $2,000	$2,555 56 $3,000 $2,050	$1,877 9	$2,690 88 $3,067 $2,125	$2,335 32 $2,667 $2,000	$2,728 131 $3,042 $2,167	$2,263 29 $2,708 $1,750	$2,117 13	$2,246 51 $2,750 $1,800	$2,476 86 $3,166 $1,958	$2,486 7	$2,257 43 $2,833 $1,833	$1 719 7	$1,681 8	$2,095 22 $2,750 $1,665
MBA—Technical Undergraduate Degree	$2,286 67 $2,916 $1,958	$2,654 69 $3,333 $1,791	$2,470 15	$2,500 103 $2,916 $2,084	$2,790 28 $3,333 $2,346	$2,495 7	$2,671 42 $3,000 $2,300	$2,563 22 $3,000 $2,166	$2,666 22 $3,000 $2,420	$2,511 12	$2,333 3	$2,509 30 $3,150 $2,000	$2,840 29 $4,167 $2,250	$2,500 1	$2,485 15	$1,421 2	$1,900 1	$1,635 4
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,633 5,245 $1,833 $1,500	$1,561 1,884 $2,083 $1,160	$1,356 2,927 $1,667 $1,000	$1,710 1,052 $2,100 $1,409	$1,672 172 $2,083 $1,333	$1,557 143 $1,833 $1,280	$1,729 510 $2,000 $1,400	$1,638 316 $1,985 $1,250	$1,663 551 $2,000 $1,300	$1,649 260 $1,900 $1,333	$1,628 119 $2,002 $1,291	$1,771 445 $2,000 $1,600	$1,753 260 $2,340 $1,200	$1,573 35 $1,750 $1,300	$1,690 269 $2,100 $1,235	$1,395 272 $1,735 $1,115	$1,387 178 $1,750 $ 975	$1,235 255 $1,622 $ 833
Technical Curricula	$1,870 204 $2,125 $1,625	$1,747 436 $2,160 $1,375	$1,711 351 $2,333 $1,144	$2,203 13,038 $2,383 $2,000	$2,250 1,152 $2,425 $2,000	$1,938 644 $2,275 $1,541	$2,224 2,141 $2,425 $1,958	$2,180 1,712 $2,350 $2,000	$2,073 405 $2,350 $1,458	$2,154 404 $2,425 $1,750	$2,138 769 $2,300 $1,917	$2,331 1,598 $2,650 $1,979	$2,040 980 $2,375 $1,540	$2,174 129 $2,300 $2,000	$2,183 1,405 $2,400 $1,900	$1,734 1,400 $2,081 $1,446	$1,658 298 $2,000 $1,200	$1,555 434 $2,000 $1,042

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering	$2,016 1			$2,192 345 $2,383 $2,000	$2,336 8	$2,291 1	$2,000 1	$2,276 3
Chemical Engineering		$1,612 5	$2,379 2	$2,241 266 $2,435 $2,050	$2,245 32 $2,380 $2,100	$2,090 27 $2,350 $1,603	$2,306 992 $2,425 $2,166	$2,286 46 $2,445 $2,030
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,099 10	$2,097 7	$1,627 5	$2,100 103 $2,358 $1,794	$2,101 19	$1,849 342 $2,125 $1,516	$2,188 24 $2,350 $1,916	$1,963 20 $2,225 $1,700
Electrical Engineering (incl. Computer Engrg.)	$2,003 19	$1,951 7	$2,114 20 $2,416 $1,500	$2,244 6,892 $2,401 $2,083	$2,275 297 $2,411 $2,100	$2,137 49 $2,375 $1,733	$2,267 267 $2,425 $2,100	$2,220 825 $2,375 $2,083
Geological Engineering	$1,120 1		$1,367 3	$2,209 2		$2,083 1		$1,900 1
Industrial Engineering	$1,931 59 $2,125 $1,750	$1,959 11	$1,884 30 $2,200 $1,375	$2,113 424 $2,333 $1,833	$2,209 91 $2,425 $1,850	$2,120 43 $2,275 $1,900	$2,188 72 $2,333 $2,033	$2,087 80 $2,300 $1,668
Mechanical Engineering	$1,966 5	$2,283 6	$2,183 23 $2,425 $1,875	$2,201 2,034 $2,358 $2,044	$2,266 519 $2,430 $2,000	$2,109 92 $2,300 $1,875	$2,252 396 $2,425 $2,125	$2,199 407 $2,333 $2,081
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,222 92 $2,350 $2,060	$2,296 63 $2,442 $2,108	$1,960 4	$2,153 35 $2,333 $1,740	$2,231 12
Mining Engineering			$1,653 3	$1,880 3	$2,200 1	$1,125 1	$2,136 3	$2,208 1
Nuclear Engineering (incl. Engrg. Physics)				$2,235 39 $2,395 $2,080			$2,188 8	$2,307 7
Petroleum Engineering	$1,667 1		$ 580 1	$2,420 9		$2,445 1	$2,238 2	$2,232 1
Engineering Technology		$1,594 4	$1,759 11	$2,111 469 $2,275 $1,916	$2,304 28 $2,917 $1,875	$1,873 52 $2,200 $1,500	$1,931 21 $2,050 $1,750	$2,085 65 $2,333 $1,850
Agricultural Sciences	$1,840 6	$1,414 50 $1,585 $1,250	$1,307 55 $1,666 $1,000	$1,313 6	$1,378 3	$1,332 5	$1,698 24 $2,100 $1,090	$1,400 4
Biological Sciences	$1,600 1	$1,469 4	$1,243 15	$1,871 4	$1,584 2	$1,440 1	$1,804 14	
Chemistry			$1,773 5	$2,040 23 $2,388 $1,666		$1,400 1	$1,807 94 $2,050 $1,583	$1,996 2
Computer Science	$1,804 84 $2,060 $1,583	$1,692 151 $2,083 $1,383	$1,797 134 $2,200 $1,417	$2,119 2,077 $2,333 $1,900	$2,132 77 $2,358 $1,867	$1,962 20 $2,300 $1,500	$2,040 162 $2,250 $1,850	$2,082 214 $2,300 $1,825
Health (Medical) Professions		$1,250 2	$1,681 22 $2,425 $1,100				$2,207 11	$ 938 1
Mathematics	$1,780 13	$1,863 183 $2,166 $1,500	$1,571 11	$2,128 181 $2,378 $1,875	$2,158 12	$1,900 1	$1,999 12	$2,106 18
Other Physical & Earth Sciences	$1,643 4	$1,369 6	$1,281 11	$2,170 69 $2,427 $1,792		$2,003 3	$2,089 3	$1,914 5

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
			$1,913 2	$2,186 6	$2,125 1	$1,904 4	$1,764 32 $2,082 $1,442	$1,675 1	$1,400 1
$2,331 105 $2,425 $2,250	$2,292 107 $2,450 $2,125	$2,108 32 $2,275 $1,958	$2,382 311 $2,500 $2,200	$2,163 31 $2,425 $1,733	$2,265 51 $2,300 $2,230	$2,222 51 $2,465 $2,010	$1,736 33 $2,083 $1,449	$1,714 4	$1,000 1
$2,162 4	$2,172 4	$1,924 48 $2,150 $1,700	$2,276 36 $2,625 $1,750	$1,910 170 $2,175 $1,572	$1,950 1	$1,944 112 $2,308 $1,592	$1,754 103 $1,916 $1,450	$1,715 155 $1,890 $1,550	$1,111 1
$2,299 30 $2,425 $2,100	$2,239 68 $2,335 $2,166	$2,208 97 $2,333 $2,100	$2,373 160 $2,583 $2,200	$2,242 245 $2,445 $2,000	$2,218 11	$2,254 615 $2,450 $2,085	$1,774 690 $2,133 $1,449	$2,238 26 $2,677 $1,794	$2,236 12
			$2,244 46 $2,525 $1,880	$1,583 3			$1,811 5	$1,307 4	$ 850 1
$2,198 50 $2,333 $1,944	$2,098 41 $2,300 $1,833	$2,061 72 $2,300 $1,667	$2,202 20 $2,424 $1,875	$2,108 41 $2,275 $1,750	$1,977 4	$2,210 64 $2,400 $1,900	$1,792 34 $2,082 $1,583	$1,758 4	$2,014 6
$2,213 76 $2,333 $1,917	$2,196 105 $2,417 $2,000	$2,171 296 $2,300 $2,015	$2,357 275 $2,625 $2,100	$2,180 95 $2,450 $1,917	$2,191 43 $2,283 $2,125	$2,193 310 $2,390 $2,000	$1,719 252 $2,000 $1,448	$1,971 16	$2,000 9
	$2,175 4	$2,198 130 $2,300 $2,075	$2,371 10	$2,319 4		$2,293 10	$1,844 10		
		$2,182 15	$2,279 13			$2,030 1	$1,733 3	$1,625 2	
		$2,100 1	$2,080 2	$2,224 9		$2,232 30 $2,308 $2,116	$1,606 5		
	$2,867 3	$2,400 1	$2,485 387 $2,800 $2,050	$1,866 3		$2,133 2	$1,711 4		
$1,975 24 $2,167 $1,500	$2,010 9	$2,075 25 $2,200 $1,839	$2,304 45 $2,675 $1,917	$1,926 35 $2,166 $1,500		$2,078 40 $2,292 $1,850	$1,854 15	$1,667 1	$1,563 2
$1,563 79 $1,950 $1,250	$1,666 10	$1,317 3	$1,715 5	$1,268 25 $1,500 $1,100			$1,261 23 $1,500 $1,110	$1,241 25 $1,527 $ 870	$1,092 16
$1,480 3	$1,485 2	$2,820 1		$1,435 19		$1,539 3	$1,181 7	$1,223 7	$1,238 37 $1,500 $ 866
$1,646 6	$1,803 3	$1,500 3	$1,848 12	$1,539 18	$1,610 2	$2,108 2	$1,297 8	$1,000 1	$1,072 7
$1,917 22 $2,250 $1,654	$1,872 38 $2,250 $1,667	$2,032 39 $2,350 $1,750	$2,059 221 $2,225 $1,916	$2,064 205 $2,316 $1,666	$1,936 15	$2,094 141 $2,333 $1,833	$1,732 114 $2,042 $1,380	$1,551 18	$1,708 41 $2,000 $1,158
				$1,300 2		$1,480 5	$1,489 6	$1,308 25 $1,500 $1,000	$1,577 286 $1,916 $1,167
$1,965 6	$1,358 2	$2,138 4	$1,952 5	$1,994 39 $2,333 $1,625	$2,050 1	$2,000 12	$1,466 25 $1,791 $1,350	$1,338 2	$1,166 6
	$1,107 2	$1,834 2	$2,180 48 $2,575 $1,400	$1,799 30 $2,300 $1,200		$1,797 3	$1,588 31 $1,972 $1,379	$1,264 7	$1,416 8

GOVT ■ NON-PROFIT

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1984	Number of Offers July 1983	Average $ Offers July 1984	Average $ Offers July 1983	Percent Change in $ Offers from July 1983	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	598	390	$1,933	$1,891	2.2%	$2,167	$1,958	$1,667
MBA—Non-technical undergraduate								
Less than 1 year	1,933	1,518	2,375	2,215	7.2	3,000	2,333	1,750
Over 1 to 2 years[2]	730	661	2,694	2,484	8.5	3,333	2,704	2,000
Over 2 to 4 years[2]	880	756	2,768	2,632	5.2	3,333	2,833	2,150
Over 4 years[2]	615	442	2,818	2,672	5.5	3,542	2,833	2,083
MBA—Technical undergraduate								
Less than 1 year	472	527	2,541	2,524	0.7	3,083	2,500	2,000
Over 1 to 2 years[2]	207	305	2,778	2,722	2.1	3,333	2,800	2,167
Over 2 to 4 years[2]	293	330	2,896	2,780	4.2	3,500	2,916	2,333
Over 4 years[2]	154	122	3,004	2,800	7.3	3,750	3,000	2,333
MS—Business (incl. Management, Marketing, Finance, etc.)	249	125	2,279	2,122	7.4	3,100	2,208	1,567
Industrial Mgmt. (incl. Industrial Admin.)	53	63	2,223	2,196	1.2	2,650	2,250	1,800
Administration (incl. Public, Hospital, etc.)	41	52	1,929	1,868	3.3	2,400	2,000	1,375
Humanities and Social Sciences								
Humanities	47	34	1,561	1,617	- 3.5	2,100	1,500	1,000
Social Sciences	90	90	1,648	1,606	2.6	2,250	1,521	1,080
Engineering								
Chemical	240	100	2,557	2,404	6.4	2,700	2,524	2,350
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	137	125	2,227	2,260	- 1.5	2,568	2,217	1,833
Electrical (incl. Computer Engrg.)	838	836	2,584	2,461	5.0	2,817	2,600	2,333
Industrial	101	72	2,504	2,291	9.3	2,716	2,500	2,167
Mechanical	478	408	2,524	2,400	5.2	2,733	2,533	2,300
Nuclear (incl. Engrg. Physics)	32	38	2,471	2,386	3.6	2,575	2,500	2,325
Sciences								
Chemistry	54	18	2,228	2,203	1.1	2,750	2,235	1,800
Computer Science	470	233	2,505	2,359	6.2	2,833	2,550	2,104
Geology & Related Geological Sciences	61	81	2,440	2,472	- 1.3	2,725	2,510	2,000
Mathematics	78	56	2,397	2,124	12.9	2,650	2,450	1,980
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	62	33	2,480	2,417	2.6	2,700	2,471	2,250
	8,913	7,415						

Doctoral Candidates

Engineering								
Chemical	163	81	$3,239	$3,130	3.5%	$3,508	$3,292	$2,950
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	21	13	3,108	2,936	5.9	3,750	3,333	2,200
Electrical (incl. Computer Engrg.)	133	123	3,430	3,200	7.2	3,900	3,500	2,917
Mechanical	43	34	3,199	3,150	1.6	3,667	3,300	2,583
Sciences								
Chemistry	282	214	2,960	2,694	9.9	3,220	2,950	2,775
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	38	19	2,963	2,585	14.6	3,666	3,063	2,083
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	31	20	3,212	3,072	4.6	3,417	3,275	2,933
Physics	62	68	3,201	2,903	10.3	3,623	3,250	2,583
	773	572						

[1]One year or less of full-time, non-military employment unless otherwise indicated.
[2]Years of previous full-time, non-military employment.

(continued from page 1)

offers. Humanities also recorded a healthy gain—7 percent above last year.

The three business disciplines each received significantly more job offers compared with this time last year. And each reported higher salary averages, with increases ranging from 4 percent to 5 percent. Computer science recorded a major increase in reported job offers, accounting for 68 percent of the offers in the sciences group. A 5.4 percent increase brought the monthly average for this discipline to $2,046.

A comparison of salary offers to men and women reveals no significant differences in the engineering group. Women fared slightly better in some engineering disciplines, while men received higher average offers in others.

In the business, humanities and social sciences, and sciences groups, the average salary offers to women were lower in all cases except agricultural sciences.

At the master's level, the outlook also brightened appreciably as the recruiting year drew to a close. Most graduate programs recorded more offers and higher starting salaries than last year.

The market especially picked up for MBA's. MBA candidates with non-technical undergraduate degrees received a healthy increase in number of offers and a 7.2 percent increase in monthly salary average, bringing the figure to $2,375.

Electrical engineering captured the top dollar figure with an average of $2,584.

The July 1984 report covers the period from September 1, 1983, through June 8, 1984. The data include offers made to students graduating between September 1 and August 31, as reported by the 187 placement offices at the 162 participating colleges and universities. In addition to the 42,393 offers to bachelor's degree candidates, these placement offices reported 6,034 offers to inexperienced master's degree candidates; 2,879 offers to MBA candidates with previous full-time, non-military employment experience; and 773 offers to doctoral candidates.

Salary Survey reports are available only to CPC members and subscribers to the *Salary Survey* package. Additional copies of this report can be obtained for $1.50 each.

Judith O'Flynn Kayser
Manager, Statistical Services

1983-1984 Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn

Baylor
Bentley
Boston
Brigham Young
Brown
Bucknell

Calif. Inst. Tech.
California:
- Berkeley
- Los Angeles

Calif. Poly State-San Luis Obispo
California State:
- Chico
- Fresno
- Long Beach
- Sacramento

Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY:
- Bernard M. Baruch College
- City College
- Hunter College

Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell

Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.

Fairleigh Dickinson-Teaneck
Florida A & M

George Washington
Georgia
Georgia Tech
Grambling State
Grove City

Houston

IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana:
- Engineering
- Commerce, Business

Indiana
IUP - Indiana, PA
Iowa
Iowa State:
- Engineering
- Science, Humanities

Jackson State

Kansas:
- Arts
- Business
- Engineering

Kansas State
Kentucky

Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech

Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan:
- Ann Arbor Engineering
- Ann Arbor - Grad Sch. of Bus.
- Dearborn

Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri:
- Columbia Engineering
- Kansas City
- Rolla
- St. Louis

Montana
Montana State
Morgan State
Mount Holyoke

Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina:
- Chapel Hill
- Greensboro

North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northwestern
Northwestern:
- Kellogg Grad Sch.

Ohio
Ohio State:
- Administrative
- Arts
- Engineering

Oklahoma
Oklahoma State
Oklahoma State:
- Agriculture
- Engineering

Oregon
Oregon State

Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY

Portland
Prairie View A & M
Princeton
Purdue

Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers:
- Camden Arts, Science
- New Brunswick

San Diego State
San Jose State
Smith
South Carolina State
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois:
- Carbondale
- Edwardsville

Southern Methodist
Southern Univ. - Baton Rouge
Stanford
Stanford - Grad Sch. of Bus.
SUNY-Buffalo

Temple
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas:
- Arlington
- Austin Bus. Admin.
- Austin Engineering
- El Paso

Toledo
Tulane

Union
Utah
Utah State

Vanderbilt
Vanderbilt - Owen Grad Sch.
Vassar
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech

Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Williams
Wisconsin - Madison:
- Agriculture
- Arts
- Business
- Engineering

Worcester Poly.

Yale
Yale - Org. & Mgmt.